

Equity, Diversity and Inclusion (EDI) Policy

Refugee Support Europe (RSE) is dedicated to equity, diversity and inclusion (EDI) as core principles in every aspect of our work. Guided by our foundational values of solidarity, community and dignity, we strive to create an inclusive environment where everyone feels valued and respected.

This policy formalises our commitment to fair treatment, equal opportunity and protection from discrimination, regardless of an individual's background or personal characteristics. Our approach reflects the needs and rights of the communities we serve, particularly those who have faced systemic discrimination, marginalisation or displacement.

Purpose and Scope

The purpose of this policy is to ensure equity, fairness and respect for all Refugee Support Europe employees, volunteers and community members in the UK and abroad. This includes preventing any form of discrimination based on all nine protected characteristics outlined in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Our Commitments

Refugee Support Europe commits to:

- **Fostering an inclusive environment:** We are dedicated to creating a respectful workplace free from bullying, harassment, victimisation and unlawful discrimination. Every individual – whether a team member, volunteer or partner – is expected to uphold a culture that values diversity and recognises each person's unique contributions.
- **Training and accountability:** We believe that nurturing spaces where people understand and uphold their rights and responsibilities is a constant process. We also recognise that individuals may have different learning needs and styles, which require adaptation and flexibility. We have facilitated group and individual forums, briefings and open dialogue including incorporating external partners, where relevant, to emphasise the importance of respectful conduct and inclusive behaviour. Staff and volunteers can be held accountable for any form of bullying, harassment, victimisation or discrimination, whether directed at colleagues, community members or the public.
- **Dignity and fairness:** We treat all complaints of harassment and discrimination with seriousness and respect, following the guidelines in our Safeguarding Policy, which can be found on the [Professional Standards](https://www.refugeesupporteu.com/professional-standards) page of our website. Such incidents are investigated thoroughly and addressed as misconduct, with corrective action taken as needed. Harassment or discrimination that may constitute a criminal offence would always be reported appropriately.

- **Equal access to opportunities:** Our recruitment, training and advancement practices focus on merit, allowing every team member to reach their potential without bias or favouritism. Developmental opportunities are made accessible to all, maximising our organisation's collective potential.
- **Commitment to Community and Continuous Improvement**
We view EDI as a commitment to the communities we serve and regularly review our policies and practices to ensure they meet evolving legal standards and diverse community needs. We build partnerships with local organisations, use our platform to challenge inequities and welcome input from those we support. We aim to create lasting, positive change that upholds the dignity of every individual, in line with our values of solidarity, community and dignity.

Our Safeguarding Policy provides clear guidelines on reporting grievances, and access to disciplinary procedures is available to all. The grievance process does not affect an individual's right to make a claim to an employment tribunal within three months of an incident.